

**PUBLIC SERVICE COMMISSION**

**Heads of Agreement – Equality Act Grading Projects**


1. It is agreed that for all Equality Act grading projects initiated before 1 April 2020, where assimilation to new pay structures involves a requirement to provide pay protection, the Civil Service 10+4 rule will apply to all affected employees. This pay protection covers, but is not limited to, the following groups for which projects are underway or about to commence:
  - Manual & Craft Workers (Industrial JEGS)
  - Civil Service Departmental Grade Review Projects (e.g. GTS, AGC's, Social Work)
  - Education Staff transferred to PSC
2. The 10+4 rule will also apply to any further Equality Act grading projects initiated before 1 April 2020.
3. With effect from 1 April 2020, where a grading review takes place which is not covered by paras 1 and 2 above, and where assimilation to new pay structures involves a requirement to provide pay protection, 3 year pay protection will be provided.
4. With effect from its implementation date (and by no later than 1 April 2020), the redeployment and redundancy procedure will provide for three year pay protection to be offered for staff redeployed to jobs at a lower grade as an alternative to redundancy. At present there is no such entitlement.
5. Appropriate amendments will be made to the Civil Service Regulations, Memorandum of Agreement and any other relevant terms and conditions documents by no later than 1 April 2020 to formalise these changes.

Signed on behalf of the  
Public Service Commission

  
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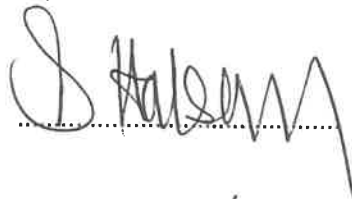
Date..... 12/12/19

Signed on behalf of Prospect

  
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Date..... 12/12/19

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Date..... 12/12/19